



DATE: 1-29-2014

PROPOSALS:

IAFF Local 2180 submits the instant proposal for article 1.05 EMPLOYEE RIGHTS.

CURRENT LANGUAGE:

MOU:

II. Employee Personnel Records:

B. In Civil Service promotional oral boards used in establishing certification lists for Fire Engineer or Fire Captain, the City agrees not to use documents from employee jackets or other personnel records if such documents or records are more than three years old (unless they are presented by the candidate).

Side Letter December 17, 2007 – Paragraph 7

The City agrees that all letters of discipline will be removed from an employee's department personnel folder three years after the incident took place provided that no similar incidents have occurred during the three year period. This policy will not apply to the employee's personnel folder maintained by the Human Resources Department.

Side Letter February 9, 2009 – Paragraph 6

The City agrees upon execution of this Side Letter by IAFF Local 2180 that the Fire Battalion Chiefs shall be represented by the IAFF Local 2180 bargaining group. The parties will meet and confer regarding the details of integrating the Battalion Chiefs into the bargaining unit.

CONCERN:

Current language that has been bargained and agreed upon between IAFF Local 2180 and the City, and found in multiple side letters, is now moved to Article 1.05 EMPLOYEE RIGHTS in the MOU.

Include the rank of Fire Battalion Chief as per the February 9, 2009 Side Letter of Agreement.

PROPOSAL:

II.

B. In Civil Service promotional oral boards used in establishing certification lists for Fire Engineer or Fire Captain, the City agrees not to use documents from employee jackets or other personnel records if such documents or records are more than three years old (unless they are presented by the candidate). **This will apply to the rank of Fire Battalion Chief.**

C. The city agrees that all letters of discipline will be removed from an employee's department personnel folder three years after the incident took place provided that no similar incidents have occurred during the three-year period. This policy will not apply to the employee's personnel folder maintained by the Human Resources Department.

RESULTS:

Current language that has been bargained and agreed upon between IAFF Local 2180 and the City, and found in multiple side letters, is now moved to Article 1.05 EMPLOYEE RIGHTS in the MOU.

Fire Battalion Chiefs added as per Side Letter February 9, 2009 – Paragraph 6.